

**SPECIAL  
POINTS OF  
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# Free Speech

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## The Color of Change

According to a report compiled by the ICCW in 1977, *Analysis of Women in Policy Positions in State Government*, of the 406 total positions, 352 (87%) were occupied by men and only 54 (13%) were held by women.

Sixteen of 16 Department Head positions were occupied entirely by men. Deputies and Special Assistants accounted for one female and 14 males. Division Administrators provided four positions for women and 128 for men. Bureau Chiefs were also male dominated with a total of 181 positions of which only 23 were represented by women.

ICCW also conducted a survey that randomly sampled 2,000 women from voter registration lists in every county in the state.

This list was supplemented by welfare rolls to ensure equitable participation of all subgroups within the state. A 68% return rate of surveys was achieved.



**You must be the change you wish to see in the world.—  
Mahatma Gandhi**

Among occupations, the largest percent of respondents (56%) report their occupation as clerical, 13% are service workers, 11% are professional or techni-

cal, 10% are in management or sales and nearly 10% are owner or part-owner in a business.

Results from a 2006 Department of Administration EEO Management Survey state that there are currently 31 Directors, of which 11 (35%) are occupied by women. However, only one female occupies the 11 Deputy Director positions. Administrators account for 98 positions, of which 33 are occupied by women and Bureau Chiefs host 76 females out of 244 positions.

In 1977, 8% (28) of the 344 management positions were occupied by women. Today, 32% (223) of the 694 management level jobs are occupied by women.



**Meet Monica  
New ICCW Chair**

## Welcome Monica Abbott

My grandmother settled in Anaconda in 1884, before Montana was recognized as a state. I'm proud to have been rooted in a family of strong pioneering women and feel that each person bears within them the collective voices of those before us. I've had the great fortune of working

in state government for nine years, primarily in Department of Administration's ITSD, as well as a short term in Commerce, and a two year stint in State Fund.

Prior to coming to state government I worked in banking. I graduated from Montana State

University with a Bachelors in Fine Arts. When the Governor's Office tapped me for this position, I instantly said yes. I look forward to being part of this dynamic committee that has a proven ability of creating an impact on the state from within state government.

## Celebrating Women



Lois Menzies,  
Court Administrator,  
Montana Supreme  
Court

*"I always try to  
balance the light with  
the heavy—a few  
tears of human spirit in  
with the sequins and  
the fringes."  
- Bette Midler*



Brown Bag Lunches

Lois Menzies, court administrator for the Montana Supreme Court, is the kind of person who inspires confidence through her gentle and capable management style. Her story is a perfect example that integrity, team building and hard work really do pay off. Prior to working in the Supreme Court, Lois has invested the better part of 27 years as the executive director of the Legislative Services Division,

director of the Department of Administration, administrative officer for the Gambling Control Division, project manager for the Criminal Justice and Corrections Advisory Council, research analyst for the Legislative Council, and administrative assistant for the Department of Labor and Industry's Women's Bureau. "Seeking employment in state government seemed like a natural move for me after

studying government and politics for so many years," said Lois, who holds a Masters in political science. "I sought my first job with the Women's Bureau because I wanted to be exposed to a wide range of people and issues so that I could advocate for women's employment rights," she recalls.

## Professional Clothing Drive

A-*dress*-ing the employment needs of professional men and women today often begins with soft skills training on first impressions—eye contact, poise, and professional attire are a large part of getting through the door.

Each year, ICCW hosts a professional clothing drive to support the Career Training Institute of Helena. This event

has become so popular that CTI is unable to continue receiving clothing this year.

For the remaining days in October and the month of November, ICCW will be assisting the YWCA by promoting a professional clothing drive.

Individuals may drop off their donations at the Park Avenue location for a tax deductible

receipt. Go through the front door, to the right and into a room with double-paned glass or call board member Betsy Anderson, to coordinate your donation.

Please triple check your items to ensure your donation does not have rips, tears, broken zippers, missing buttons, stains or fading of the garment.

## Training Committee

Brown Bag ICCW Workshop Lunches will commence on November 21st, from noon – 1:00, with featured speaker Kathy Steil on Simplifying the Holidays.

This year you don't have to rack up credit card debt or get swept up in the season's commercialism. Instead, consider creating holidays that instill

more meaning in the season and encourage sharing, laughter and personal reward. Brown Bags are free, open to all state employees, and do not require registration. Topics, times, and locations for upcoming Brown Bags will be posted on the ICCW web <http://www.mdt.mt.gov/iccw/>, the MINE or your agency rep-

resentative may forward e-mail notifications.

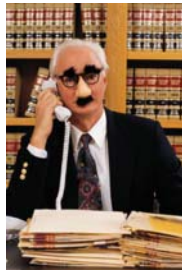
Have an idea for a future brown bag topic or know of a dynamic, volunteer guest speaker? Please contact sub-committee representatives Jackie Gibson, Barbar Pepper-Rotness, Barbara Bessey or Libby Groves. Flyer coming soon.

# Lighten Up. It's Good for Business

**If you can't be replaced, you can't be promoted.**

Except for April Fool's Day and the usual jokes exchanged with colleagues, business people tend to take things pretty seriously, maybe too seriously. In fact, companies are increasingly recognizing that business success can (and should) be a laughing matter.

The list of companies that have tried to incorporate more humor into the workplace continues to grow; it includes such corporate giants as General Electric, AT&T, Kodak, Lockheed and IBM. Even the Internal Revenue Service has taken



ants, John Cleese of Monty Python fame, made \$1 million in 1995 helping businesses find their funny bones, a sure sign that corporate culture is serious about having a few more laughs. The benefits of laughter at work are

steps to inject laughter into the workplace. Corporations often turn to humor consultants to help them lighten up. One of the most high-profile consultants

much the same as laughter anywhere else. Basically, laughing makes you feel good and it reduces stress. And it is increasingly considered essential for managers to have a sense of humor, noted in an article in Nation's Business as one of the seven qualities of a "great boss." One of the characteristics of effective leaders is the ability to laugh at themselves. If you can't laugh at yourself, people will view you as critical.

**Lighten up – It's good for business.**

Author: Randy Erickson,  
Commerce Now

*"Life is like a dogsled team, if you aren't the lead dog the scenery never changes."*

**-Lewis**

**Grizzard**

## 2 Workers + 1 Job = Greater Productivity

According to the Department of Labor, by 2010 there will be 10 million more jobs than people -- the worst labor shortage in modern history. Wage inflation and the high cost of turnover, estimated by Spherion to be 1.5 times an employee's salary, should offer companies ample motivation to increase flexibility with their staff. Job-sharing (two part time workers sharing one full time job), has proven to remove a key barrier in

keeping women from promoting up the corporate ladder—Time.

**Career Partners,**

[www.TheCareerPartners.com](http://www.TheCareerPartners.com),

offers the following tips:

(1) Flexibility programs should be structured so that even the most senior executive can participate shows employees that performance matters more than counting an individual's work hours.

(2) Flexibility is not reduced productivity. Designed to improve output while reducing turnover by leveraging the creative power of two with complementary skills and experience, in a single role.

(3) Don't simply put job share candidates together based on necessity. Determine complementary skills, and provide the ongoing coaching and support to make it work in the organization.

## Legislative Session

Legislative session is around the corner. Why is it that the number one issue raised during session is, "Where am I going to park?"

In an effort to get out of the parking lot and into the mix of things ICCW committee members will help to navigate some of the bills that affect state employees.

Copies of bills are available, for a

small charge, at the Bill Distribution Room (Rm74) in the basement of the Capitol or electronically <http://leg.state.mt.us>.

During session, ICCW subcommittee members will provide monthly updates to the newsletter. If, after reading an update, you feel compelled to publicly voice approval, opposition or suggest changes to a

bill, you must do so as a citizen and not as an employee of the state or representative of ICCW. Committee hearings are open and are scheduled in advance. Simply click on <http://leg.state.mt.us> to learn more.



**Share your success story. E-mail [mirobinson@mt.gov](mailto:mirobinson@mt.gov).**

**ICCW**

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**Meeting Schedule for 06-07**

<b>Nov 16</b>	<b>1:30-3:00 Walt Sullivan, 1st flr</b>
<b>Dec 14</b>	<b>1:30-3:00 Walt Sullivan, 1st flr</b>
<b>Jan 18</b>	<b>1:30-3:00 Library, Grizzly Rm</b>
<b>Feb 15</b>	<b>1:30-3:00 Mitchell, Rm 136</b>
<b>Mar 15</b>	<b>1:30-3:00 Library, Grizzly Rm</b>
<b>Apr 19</b>	<b>1:30-3:00 Mitchell, Rm 136</b>
<b>May 17</b>	<b>1:30-3:00 Library, Grizzly Rm</b>
<b>June 21</b>	<b>1:30-3:00 Walt Sullivan, 1st flr</b>

**Creating positive change for all state employees  
by promoting the full participation of women in  
state government.**

**To learn more about women's organizations in  
Montana making a difference visit  
[www.wfmontana.org](http://www.wfmontana.org)**

**Visit ICCW on the web  
[www.mdt.mt.gov/iccw/](http://www.mdt.mt.gov/iccw/)**

## Exercise your Right : Get Out and Vote

Susan B. Anthony gave the following speech after her arrest for casting an illegal vote in the presidential election of 1872.

**Friends and fellow citizens:**

**I stand before you tonight under indictment for the alleged crime of having voted at the last presidential election, without having a lawful right to vote. It shall be my work this evening to prove to you that in thus voting, I not only committed no crime, but, instead, simply exercised my citizen's rights, guaranteed to me and all United States citizens by the National Constitution, beyond the power of any state to deny.**

Fourteen years after her death and five decades of pursuing this cause, in August of 1920, the 19th Amendment to the U.S. Constitution was finally ratified, allowing women to vote.



According to the U.S. Census Bureau, in the last national election, 111 million people or 55% of the voting-age population voted. The average voter is older, white (non-Hispanic), and female. 72% of voters were between the ages of 65-74. Only 36% of 18- to 24-year-olds voted.

In the 2004 Montana General Elections, 456,096 (71%) of registered citizens (638,474) voted.

To learn more visit :  
[www.votemontana2006.com](http://www.votemontana2006.com) or call  
1-888-884-VOTE.

**Exercise your right to vote on  
November 7th.**

**Send stories or leads to  
[mirobinson@mt.gov](mailto:mirobinson@mt.gov)**

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